

# COMMONWEALTH COMMUNIQUE

Issue No. 02-04

The Personnel Cabinet publishes this newsletter for state government employees.

December 2002

## Governor Patton Reflects Back; Looks Forward

*To every thing there is a season, and a time to every purpose under the heaven. Ecclesiastes 3:1*

Dear Fellow Employees:

The holiday season is a time for reflection, renewal, and hope. The scripture from Ecclesiastes provides some fodder for the mind when reflecting on the events of the past. Collectively, during 2002, we have probably experienced all of the events and emotions described in this very poignant scripture. State government is no exception. Last year, our current fiscal situation required that we double our efforts to efficiently deliver services to the citizens of the Commonwealth. While our budget reduction efforts spared severe disruption to the people we serve, it has required each of us to do more with less. As usual, you have responded admirably.

This past year has been a kaleidoscope of sadness, joy and disappointment. We all mourned when Justice Stephens, Secretary Bickford and Commissioner Rapier died. We all rejoiced when we began to reap the seeds that were sown in 1990 with KERA and in 1997 with the Postsecondary Education Improvement Act. And my personal failures disappointed my friends and myself.

I am especially distraught that my personal mistakes have distracted from the great work we have accomplished during the past seven years. We have made significant progress towards raising the quality of life and standard of living in Kentucky above the national average in twenty years. I apologize if my personal behavior has caused you disappointment or embarrassment.

I have one more year to serve and when I leave office, some of our top administrators will also leave, but the vast majority of our fellow employees will remain and serve the next administration with equal dedication.

### Inside

Personnel Message	2
Payroll Deduction	2
Heroes Among Us	3-7
Youth ChalleNge	8
New Travel Service	8
Employee Recognition	9-15
Fish & Wildlife	15
Commonwealth Connection	16
Cancer Screening Program	16
EEO News	17
GSC	18-21
Student Loans	22
Find-It! Kentucky	23
Smoking Cessation	24
Sec. Bickford Remembered	25
Cabinet Comments	26-28

There is much left to do on this twenty-year journey we are on, and we cannot let anything distract us from the work we have yet to do.

Our last regular legislative session will be a challenge. The past election has validated the Republican control of the Kentucky Senate, and we must all recognize the need for bipartisan cooperation. I have no future political ambitions and, in fact, look forward to the day when I can put 22 years of political pressure behind me. The time to pass the torch of leadership is approaching. While I will be relieved of my responsibility,

*(Continued on back page.)*

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**Editor's Note:** Due to unforeseen circumstances, the Personnel Cabinet regrets that the third quarter issue of the *Communique* was not distributed as scheduled. The next *Communique* will be the April 2003 issue. The deadline for articles for the next issue is March 3, 2003.

# Personnel Secretary's Message

By Secretary Carol M. Palmore, Personnel Cabinet



On Nov. 2, 2001, I received an e-mail from Christopher P. Hettinger suggesting that we recognize state employees who are "... retired military, post active military and active Reserve and National Guard who serve or have served our nation." He suggested that we accomplish this by recognizing all these individuals in the *Communiqué* published nearest to Veterans' Day. Mr. Hettinger, who is a veteran and at the time was a relatively new employee in the Division of Waste Management in the Natural Resources and Environmental Cabinet, was curious to know how many state employees fell into these categories.

Mr. Hettinger's suggestion was the beginning of a search by Margaret Harney, Managing Editor of the *Communiqué*, and by me for a list of these people. It ultimately led to the conclusion that nowhere in the records of state government is there a list of state employees who are serving or have served in the military or the Re-

serve and National Guard. (At about this point my friend, Adjutant General Allen Youngman, is probably pounding his desk because of my lack of specificity in identifying the branches of the military and properly identifying the Reserve and National Guard. However, I think it is clear that we mean to be all inclusive). Since no list existed, we decided to issue an invitation, through the *Communiqué*, for individuals to send this information to us and we would, in turn, include it in the appropriate 2002 edition. Quite frankly, we were overwhelmed with the response. We had expected to receive "name, rank, and serial number." Instead, we received personal stories/recollections of military service and heartwarming tributes from wives, mothers, and children.

From John L. Mullins, Program Manager of the Life Division in the Kentucky Department of Insurance, we received the following: "As a Vietnam veteran, I think what you are doing in the next issue of CC is very nice. Thanks for caring for our veterans. I will be retiring next year and can never remember the state ever saying anything about veterans. Thanks again."

Well, John, to you and to all veterans, both present and future, we say a big THANK YOU for the sacrifices you make to guarantee our liberty and way of life.

I also thank all of those who took the time to respond to our invitation. Their stories and tributes appear on pages 3 thru 7. We plan to issue another invitation for information about state employees who serve or have served in the military so that we can begin a tradition of honoring them every year in the *Communiqué*. And finally, thank you Christopher Hettinger for the suggestion.

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## Payroll Deduction for "Optional Insurance"

The Personnel Cabinet maintains a statewide payroll system for all employees of the Executive, Legislative, and Judicial branches of government. For a number of years, Personnel has provided a service for the benefit of its employees by allowing payroll deduction for "optional" types of insurance, such as dental and vision.

To view the "optional" insurance companies that have been approved for payroll deduction, go online to <http://kygovnet.state.ky.us/personnel/insco.doc>. If you find an "optional" insurance that interests you, contact your agency's Personnel or Payroll officer for information, or

contact the insurance company on your break or lunch time, or before or after work hours. An insurance company cannot solicit you on state time.

Once you have purchased an "optional" policy, and your payroll officer has set up the deduction, it is your responsibility to keep track of your policy and the company issuing the policy. The contract is between you and this company. It is not the responsibility of the Personnel Cabinet nor your agency to endorse any insurance product and will not serve as an agent for the company. The only obligation that your agency has is to set up the payroll deduction.

# There Are Heroes Among Us

**Editor's Note:** As Personnel Cabinet Secretary Carol Palmore explains in her message on page 2, a reader suggested last November that this issue of the *Commonwealth Communicé*, the one nearest Veterans' Day, include recognition of state employees who are "... retired military, post active military and active Reserve and National Guard." Secretary Palmore also explains in her message how the following stories and list were compiled. Every effort was made to find all the "Heroes Among Us," but to those heroes who aren't listed, this expression of gratitude is also meant for you.

## "Please Include My Dad ... He's My Hero!"

"Please include my Dad when recognizing servicemen," wrote Marion Brooks, who works for the Cabinet for Families and Children in Louisville. "William (Buddy) Brooks works as a branch manager for the Cabinet of Tourism at the Fair and Exhibition Center in Louisville. He is a retired Command Sergeant Major (E-9) from the Army, having served 27 years. He did two tour of duties in Vietnam and was awarded the Purple Heart. Thanks for including him, he's my HERO!"

## Third Grandchild Born While Grandfather Serves in Kuwait

Russell Lunsford, a 25-year state employee, is a rehabilitation counselor with the Elizabethtown Department for the Blind in the Workforce Development Cabinet, but he also has another job that has taken him to the Middle East. A chief petty officer in the Army Reserves, he has been stationed in Kuwait since March. Before that, he was on standby for overseas duty since shortly after the Sept. 11, 2001, terrorist attacks, and worked with his unit in Nashville and Mississippi until they were sent to Kuwait. Lunsford has 24 years of service in the military.

He was recently sent to Seeb North Air Force Base in Masquat, Oman, for 40 days on a special assignment. While there, he met Army General Tommy Franks, commander of forces in Afghanistan. He was home for a short leave during September, but returned to complete his tour of duty in Kuwait.

He and his wife, Janice, who is also a state employee, have three children and three grandchildren. The youngest grandchild was born while Lunsford was in Kuwait.

### Department of Corrections

**Blackburn Correctional Complex:** Fonseca (Fonzie) Welch

### Luther Luckett Correctional Facility, Northpoint Training Center

#### Army

Felix Keene	Ron Hilton	Tex Hounshell	Mike Hatfield	Rick Aranda	Bridgett Wilkerson
Arvin Bell	Lynn Crain	John Crowley	James Burkhead	Geraldine Liles	Carlos Bradshaw
Joseph Frey	James Johnson	Michael Lay	Paul League	David Mudd	Jason Perkins
Robert Sheene	Richard Walls	Bobby Wilkinson	Robert Wilson	Danny Wolford	Paul Young
Richard Ketelhohn	John Thompson	Paul Dyer	Mitchell Benedict	John Dunn	Hardie Johnson
Louis Keene	James Wilson	Vernon Rogers	Jack Shepherd	Al McQueary	James Ray
Brett Smith	Ken McQueary	Grant Austin	Joe Osbourn	Ron Kruchinski	Steve Nickell
James Mattingly					

#### Navy

Denice Lombardo	James Grey	Alan Sims	Derrick Benge	Connie Frederick	Sid Miller
Monte Luttrell	John Wright	Mark Wesley	Daryl Reardon	Mike Qualls	Dewey Evans

#### Marines

Melissa Stephens	Dennis Ray	David Langford	Jason Coffey	McElroy Burdette	Mike Hovious
Charles Grider	James Clontz	Don Jackson	Tom English		

#### Air Force

Norma Tangard	Rick Gallant	Sid Coulter	Tony Burns	Dennis Kimberling	
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(Continued on page 4)

# More Heroes

**Asst. Commonwealth Attorney:** Gary Adkins, 21st Judicial Circuit

**Education Professional Standards Board:** Allison Weber

## Cabinet for Families and Children

James Greg   James Graham   Charles Skean   Richard G. Kiser   Ray McGuire   Mike Jennings

## Cabinet for Health Services

Ted Jennings- Purple Heart Recipient   Clyde Bolton   Martin Denton   Steve Wiggins  
Rex A. Nicolas   Thomas M. Smith Jr.

## Kentucky Historical Society

John Trowbridge, ret., Army   Thomas R. Emerson   Nathan Prichard   James Turner   David R. Rose  
James E. Wallace

## Kentucky Housing Corporation

Ron Booth, Army	Darrell Combs, Air Force
Randy Cummins, Army	John Curtis, Army National Guard
Michael Dant, Army	Ed Foote, Navy and currently Navy Reserve
John Hamm, Army	Andrew Hawes, Army Reserve
Jim Ison, Army National Guard	Lynn Luallen, Air Force
Chuck Murphy, Marines	Keith Robinson, Air Force
Orville Roder, Army	Jim Sparks, Army
Anthony Menechella, Army Reserve	

## Commission on Human Rights

Arthur Kaufman Jr., division manager of enforcement, Louisville, is a retired Lt. Colonel of the U.S. Air Force and is subject to mobilization in the event of war. He served as a transportation squadron commander and also as a policy officer in inquiries and complaints in the Inspector General's office.

Gary L. Wathen, network analyst, Frankfort, serves in the U.S. Army Reserves and was recently promoted to major. He is a member of the 2nd/340th of the 85th division, which is based at Bowman Field Airport, and serves as the training/planning officer in the S/3.

**Department of Insurance:** John L. Mullins

**Libraries and Archives:** Susan Dunman

## Department of Military Affairs

Jeff Bishop	Freddie Maggard	Embry Heil	Rodney Jarboe
Michael Cunningham	Larry Meeks	Charles Miller	William Minton
Keith Decker	James O'Mahoney	James Warren	Raymond Johnson

## Natural Resources and Environmental Protection Cabinet

Billy Bingham	Dwight T. Blevins	Bryan Bowling	Ricky Boggs	Jerry Daniels
Gary Dunn	Jack Estep	James D. Funk	James Farson Jr.	Steve Johnson
Lonnie Klopp	Chuck Mills	Don Lam	Charles W. Noble II	Marvin Stone
Barbara Pauley	Ron Talent	Jeffery Smith	George Spicer	Dennis Wooland
Fred Ronald Pauley-Bronze Star				

*(Continued on next page)*

**Personnel Cabinet**

Singer Buchanan      Holly Davis      Carl Felix      Joe Hughes

**Public Protection and Regulation Cabinet**

Bill Stone	Tom Glover	Joel Boone	Jim Matthew
Peyton Reynolds	Greg Cripps	Joel Catron	Tim Barrett
Rodney Barnes	Paul Allen	Joe Wilkerson	Brad Milburn
Lou Ann Broooms	Marvin Montgomery	Thomas Grassham	Thomas M. Johnson
Kim McLellan	Harolyn Howard	Jackie Gresham	Steve Pulliam
Lewis C. Crawford	Bob Ganstine	Bob Lawson	Gary Thurman
Paul Person	Vincent Yustas	Stuart Long	Gary Wright
Jim Gibson	Eddie Phillips	Tim Meador	
Danielle Johnson	Hal Spaw	Shelby Merritt	
Neil Thomas	Bonnie Friend	Sonny Mooney	

**Retirement Systems:** Maryduth Moody

**Revenue Cabinet:** Robert V. Bullock, Jr.

**Kentucky State Police**

(Those whose names are listed in bold are on active duty. Several are listed in multiple branches.)

**Army (Includes National Guard and Reserves)**

Joey Adams, Jr.	Jamie Alexander	<b>Chris Armbrust</b>	Tom Atkin	Steve Auvenshine	Tim Bailey
Tommy Baker	<b>Tim Ball</b>	Lonnie Bell	<b>John Begley</b>	Guy Blevins	Brian Bowling
Deron Berthold	Devin Brewer	Mark Brewer	<b>Aaron Brown</b>	John Browning	Leroy Buckner
Jim Burnett	Trigg Callis	Wil Cannon	<b>Jimmy Carey</b>	<b>Brian K. Carlisle</b>	Marc Carter
<b>Chad Carroll</b>	Danny Castle	<b>Tucker Carmichael</b>	Pete Caudill	Norman Chaffins	<b>Danny Clark</b>
James Clark	Tanya Clark	Clinton Combs	<b>Mark Combs</b>	Michael Concaugh	Harold Cooper
Paul Corbin	Jimmie Cox	Todd Cripe	Manuel Cruz	Rick Cunningham	Philip Ballard
Bob Danner	Tom Dean	<b>Russell Decker</b>	Todd Dempsey	James Devasher	<b>Lewie Dodd, Jr.</b>
<b>Michael Dotson</b>	Lonnie Dowdy	Samuel C. Durham	Eugene Downs	<b>Michael Dudleson</b>	Paul Dorman
Anthony Fannin	<b>John Feltner</b>	Jerry Fieger	<b>Curtis Finley</b>	<b>Bill Fleischer</b>	Kevin Flick
Mary Franco	Mark Franklin	Charles Fritz	K.Y. Fuson	David Gentry	Ed Ginter
David Gibbs	Tim Gibbs	David Goldey	<b>Elliott Gollihue</b>	George Green	Billy Hall
Jeff Hancock	Evan Harrod	<b>Micky Hatmaker</b>	Dave Hauber	<b>Joe Haydon</b>	Michael Henson
Lonnie Hodges	Todd Holder	Larry Henderson, ret.	Dewayne Holder	Roger Holum	Tammie Honeycutt
Scott Hopkins	Dee Hughes	Scotty Humphrey	Robie Hunt	Jamie Hyatt	James Ingram
Manuel Irizarry	Eldon Isenberg	<b>Laura Isenberg</b>	Michelle James	Chris Jaskowiak	Bobby Johnson
Jerry Johnson	<b>Marvin Kelly</b>	<b>John Kibler</b>	Scott King	Tony Kirby	Carey Kitts
Corey Knochel	John Komar	Richard Kurtz, Ret.	Gary Lafferty	James Landers	Gary Lane
<b>Benny Langford</b>	David Lassiter	<b>Scott Lathram</b>	James Lewis	Tom Lilly	Ralph Lockard
A.D. Long	Roger Long	Steve Long	<b>Billy Madden</b>	William Marks	Joseph Martin
Jeff Mayberry	<b>Eugene Maxwell</b>	Robert Maxwell	<b>Mike May</b>	Randy McCarty	<b>Tom McCarty</b>
Kelly McCloud	Ben McCray	Chris McKee	Sean McKinney	Walt Meachum	Richard Miller
Sharon Miller	Robert Milligan	J. D. Miniard	James Mitchell	Lonnie Moert	James Morgan
Robert Mortenson	<b>Tim Mullins</b>	Bobby Murray	John Napier	Ira Napier	Wayne Neal
Derek Nesselrode	<b>Jason Newby</b>	<b>Melvin Nicholson</b>	<b>Cyndy Noble</b>	Greg Pace, Ret.	Mark Padgett
Bob Pennington	Jimmy Phelps	Eddie Pierce	Don Pillow	Dewayne Price	<b>Tom Pyzik</b>

(KSP listing is continued on pages 6-7.)



# More Heroes

(Kentucky State Police listing is continued from page 5.)

<b>Chuck Reed</b>	<b>Barry Rice</b>	<b>Mark Ridener</b>	William Riley	Kenneth Ritchie	Charles Rodgers
Brinton Rollins	Donal Salchli	Erik Salman	Harold Scholl	<b>Kerry D. Salyers</b>	Marcus Scruggs
Richard Seider	Jim Sharon	<b>Clarence Shelton</b>	George Shuler	Steve Simpson	Blake Slone
Bob Slone	Crandell Slone	Joyce Smith	Larry Smith	Thomas Smith	<b>Betty Sorenson</b>
Larry Sorrell	Jay Sowders	Chris Spradlin	<b>Brian Stafford</b>	Jeff Stevens	Tommy Stiles
William Stinnett	<b>Dennis Stockton</b>	Ezra Stout	<b>John Stroop</b>	Mark Swillinger	W. Wilson Tackett
Edward Taylor	Eric Taylor	Marvin Swinford, Ret.	Keith Taylor	Mike Taylor	Sherman Tebault
Travis Tennill	Tony Terry	<b>Dennis Thomas</b>	<b>Mark Thomas</b>	Camileo Threatt	<b>Troy Trayner</b>
Gary Travis, Jr.	<b>Matt Travis</b>	Rick Underwood, Ret.	Luther Vanhoose	Chris Wade	Lawrence Walker
Thomas Walsh	Scott Ward	Louis Weber	<b>Sean Welch</b>	Clyde Wells	Shannon West
<b>Roger Wilhoite</b>	<b>James Williams</b>	Dennis Wilson	Michael Wise	Mike Wolfe	Donald Woods
Rick Worley	Van Wright	Tony Young	Mike Yates	Chris Yavorcik	Jason York
Scott Davenport					

## Air Force (Includes Reserves)

<b>Randall Adams</b>	Dewey Baily	<b>Jonathan Bannister</b>	Amy Basham	Raymond Brown, ret.	Ken Carter
<b>Ray Burnham II</b>	John Carrico	Mark Cool	Billy Correll	Todd Dalton	Chris Damron
Larry Davis	Joe Ellis	Terry Evans	Mike Faulconer	Martha Gabhart	Don Gill
Mark Gillingham	Lowell Grubb	William Hartley	Rickie Hawley	Richard Glance, ret.	Rob Jones
Paul Katcher	<b>Charlie Kelton</b>	Rolland Hedgespeth	Charles Lanham	David Lee	Debra Looney
Jeff Mayberry	Raymond Mensik	James Mills, Jr.	Terry Moore	Tom Morrow	Rob Prater
Joie Peters	John Reynolds	Don Rose	Clyde Shepherd	Gerald Pennington, ret.	Rob Shivel
John Spellacy	William Stewart	Jeremy Thompson	<b>Todd Wheeler</b>	Richard Wright	Glen Walton
Brian Whittaker	Rick Springfield, ret.				

## Navy (Includes Reserves)

Tim Ball	Jerry Clark	Lawrence Clark, ret.	Jimmy Duncil	Wayne Edwards	Patricia Hedges
Mike Henry	Darron Holliman	Crandall Hurt	Alan Lacy	Jason Lovins	Albert Mabry
Richard Miller	Lonnie Moert	Steve Morris	Betty Sorenson	Charles Sparrow	John Spellacy
Nellis Willhite	Kevin Wiloughby	Maurice Walker, ret.	Eric Wolford	Rob Wood	

## Marines (Includes Reserves)

Shaun Bannach	Dwaine Barnett	Wayne Bemiss	Jason Browning	<b>Tony Burch</b>	Mark Burden
Trigg Callis	Kenneth Childers	Todd Combs	David Cornett	Rory Cunningham	Larry Dales
Scott Davenport	Paul Dorman	Russ Fannin	John Feltner	John Fyffe	Clinton Graves
Scott Hammond	Kirk Havener	David Hay	John Hay	Doug Hedrick	Jacky Hunt
Dwayne Ison	Tommy Johnson	<b>Matthew Johnson</b>	Bruce Kelley	<b>Dewan Kelly</b>	Todd Kidd
Sharon Kramer	Chris Lanham	Sam Little	Jeremy Mabe	Mike Manzanares	John McMahan
John Mertz	Kevin Miller	Jerry Montgomery	Juan Moorman	Kevin Nally	Jason Newby
John Nokes	Darrell Paul	Fred Pennington	Ronald Peppi	Jerry Perkins, Jr.	Crosby Perry
Timothy Reed	Mike Reichenbach	Michael Rogers	Ryan Schnackel	Joe Schenkenfelder	Everett Sherrard
Jason Simpson	Chris Smith	Leslie Smith	Steve Spurlock	Danny Stacy	Ronald Swiger
Walter Szczepan	Gary Thornberry	Sean Welch	John Williams	John Yost	

## Other

**Lanny Jewel**, Air National Guard  
Robert Kirk, Coast Guard Reserves

**Leonard Johnson**, Air National Guard  
Wayne Mayfield, Coast Guard

(Continued on next page)

Vernon Magness, Texas National Guard  
 Joe Williams, Coast Guard  
**Daniel McKinzie**, Tennessee Air National Guard

**Jerry Nauert**, Coast Guard Reserves  
 Sean Welch, West Virginia Army National. Guard

### Tourism Development Cabinet

Ronald Reed                      William Brooks                      Michael P. Inman                      Allen Thompson

### Transportation Cabinet

(Those whose names are listed in bold are on active duty or recently returned.)

#### **Army (Includes National Guard and Reserves)**

Joseph L. Atwill, District 1	Daniel Brown, ret., District 9	<b>John Callihan</b> , District 5 (Chaplain)
Calvin James Covany, Fleet Mgmt.	Richard B. Davis, District 1	<b>Mark Dicken</b> , Veh. Enforce.
Paul Doublin, Veh. Enforce.	Steve Edwards, District 5	J. Larry Fields, ret., Admin. Services
Kenny Fogle, Highways	David Franke, Planning	<b>Robert (Anthony) Gaines</b> , District 8
James W. George, District 2	Kent Glenn, District 7	Ernest Hardin, District 4
Marie Lee, District 8	James LeFevre, District 1	Jim Lile, Construction
John Linkus II, District 101	<b>Jeremiah Littleton</b> , District 9	Robert Stephen Mattingly, District 9
Sherri McKinney, Motor Carriers	<b>James Miracle Jr.</b> , District 11	Michael Neal, Licensing
<b>Nathan Olin</b> , Veh. Enforce.	Earl Peace, District 11	Robert Pennell, Operations
Cecil Phelps, District 8	Chris Poe, District 5	James Prewitt, Veh. Enforce.
<b>Keith Rains</b> , District 11	Gene Riley, Equipment	Kevin Rogers, Veh. Enforce.
Michael Rogers, District 10	William C. Rucker, Equipment	Ricky Runkle, Materials
Joseph Schuler, District 8	Michael Siler, District 11	Daren Thompson, District 4
Stephen Thompson, Veh. Enforce.	Jason Ward, District 2	<b>Johnny Wyatt</b> , Toll Facilities
Terry Houchin, District 5	Russell Clem, District 5	Bob Garms, District 5
Thomas Carrico, District 5	Paul Haywood, District 9	Woodrow (Woody) Conley, Ashland
Morris (Reed) Hayden, Multimodal Programs		

#### **Air Force (Includes Reserves)**

Marcus Avery, Veh. Enforce.                      Marc Clark, Quality

#### **Navy (Includes Reserves)**

Jacob Bell III, District 5                      **Anthony (Tony) Downs**, Equipment  
 Mark A. Westfall, District 12                      Paul (Tim) Gilbert, Veh. Enforce.

#### **Marines (Includes Reserves)**

Scott Crigler, Veh. Enforce.                      Richard Deters, District 6                      John White, Veh. Enforce.

#### **Other**

Marsha Ball, Veh. Enforce., Indiana Air Guard                      William Rein, Veh. Enforce., Coast Guard

### Department of Highways, Division of Traffic, Frankfort

Marvin Crain    Jack Ledford    Bob Little    Mike Marlin    Cass Tom Napier    Joe Rogers    George Stathis

### Division of Bridge Design, Frankfort: Jim Miracle, Navy

### Workforce Development Cabinet

Russell Lunsford    Bobby Weddle    James Clark    William Bradley    Bobby Phillips  
 Spencer Meredith    Jack Earls    Rondal Sears

## Governor Patton Meets Youth ChalleNGe

Gov. Paul Patton recently met with cadets from the Kentucky Department of Military Affairs' Youth ChalleNGe Division. The cadets, part of the Bluegrass ChalleNGe Academy, were in Frankfort on an "Operation Taxpayer" field trip.

Gov. Patton created the Kentucky Guard Youth ChalleNGe Division within the Department of Military Affairs in 1998, to provide a "second chance" opportunity for Kentucky's high school dropouts to achieve success. Both federal and state monies fund the program, with the National Guard Bureau in Washington, D.C. assisting.

The program's 22 week residential phase is conducted at Ft. Knox, at the Bluegrass ChalleNGe Academy.

To graduate from this phase, all cadets must complete eight core competencies-Educational Improvement (actual attainment of the GED is a major goal of the Academy); Life Coping Skills; Work/Job Skills (including exposure to various technical trades); Responsible Citizen; Leadership/Followership; Health, Sex Education and Nutrition; Physical Fitness; and Community Service.

Upon graduation from the residential phase, cadets return home and are monitored during a one-year Post-Residential

Phase. Cadets transition into employment, continuing education and/or military service, with the support and guidance of a volunteer trained mentor and Academy staff, during this follow-up phase.

Two residential classes are conducted each calendar year, with 125-150 participants entering each class. Class #7 recently graduated. Since the program began in July 1999, 405 cadets have successfully completed the residential phase, including 234 who earned a GED.

Kentucky's Youth ChalleNGe Program has been extremely successful due to the outstanding support provided by the Governor's Office, Cabinet for Workforce Development, Department of Juvenile Justice, Kentucky Army and National Guard, and many other agencies.

If you know a young person who may benefit from this program, or if you may be interested in serving as a mentor, please call toll free, 877-KYYOUTH (599-6884).

For more information on the program (including an application), you may also go online to <http://www.military.state.ky.us/kyyouth/challeng.htm>.

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## New Info Service Just in Time for Holiday Travel

Just in time for holiday travel, a new service to assist Kentucky's travelers was recently launched by Gov. Paul Patton. By dialing three simple digits, 5-1-1, callers can now get accurate, useful and timely traffic, travel and road weather information 24 hours, 7 days a week.

The Governor said, "this new service will assist commuters, vacationers, highway travelers and the trucking industry in finding the quickest and safest way to get from point "a" to point "b" in the Commonwealth."

The system will assist travelers with easier, faster and safer routes. The information will be available to callers with an interactive voice recognition technology that allows callers to use the phone system without punching buttons. Initially, only road condition information for Kentucky's interstates, parkways and other major routes will be available, however, conditions for other state-maintained roads will be phased in over the next few years.

Employees in the 12 district Transportation Cabinet offices, Kentucky State Police, Kentucky Vehicle Enforcement officers and employees in four regional operations centers will supply the data to the system, which will be updated every five minutes. During the first 30 days of operation, users will have the ability to record a comment about the system. The program will be learning pronunciations and eliminating misinterpretations for the first three months.

Calls to the line are free, with the exception of roaming and airtime charges on wireless calls.

Information on the new 511 service will be available in rest areas, at welcome centers, and on road signs throughout the state. The official 511 Web site, [www.511.ky.gov](http://www.511.ky.gov), also provides this new travel information service. Currently, none of the seven states adjacent to Kentucky have a state-wide 511 system.



# Annual Employee Recognition Week Celebrated

Governor Paul Patton proclaimed Oct. 7-11 to be Kentucky Public Employee Recognition Week. Throughout the Commonwealth, state government agencies celebrated their most valuable asset, their employees. Many individual employees received awards for their outstanding work performance and dedication. Also, many departments were recognized for the awards, state as well as at the federal level, they have received throughout the year.

## Transportation Receives Federal "Gold" Award

The Kentucky Transportation Cabinet brought home the Gold, receiving the 2002 Making A Difference Award from the National Partnership for Highway Quality (NPHQ) for its weekend project along I-64 in Louisville.

Transportation Secretary James C. Codell, III and State Highway Engineer J. M. Yowell, P. E., along with other Transportation officials, accepted the award in Salt Lake City, Utah.

The nationally recognized project was judged in the Risk Taking category.

"The I-64 project was a risky endeavor not only because of the tight timeline, but also because the city of Louisville's expectations were extremely high following the Cabinet's successful completion of the I-65 full closure project in August and September of 2000," said Secretary Codell.

"Because of the dramatic impact this project would have on the entire city of Louisville, we continued with the philosophy of 'Get In, Get Out, and Stay Out.' Get in and complete as much quality work as possible in a time frame that has a minimal impact on customers, get out in the time promised, and finish the work in a quality manner in order to stay out.

"The I-64 weekend project was completed seven weeks ahead of schedule and was a complete success!"

This is the second consecutive year the Transportation Cabinet has received a NPHQ Award. NPHQ is a public/private partnership that focuses on highway products, and services and information for highway users.

## Voc. Rehab. Receives Federal Award

A federal agency recently recognized Workforce Development's Department of Vocational Rehabilitation (DVR) for maintaining a high six-year average rate of federal reimbursement monies for placing people with disabilities into jobs.

The Social Security Administration presented its Associate Commissioner's Citation to the department, which has been reimbursed by the SSA since 1996 for an average of 93 percent of its claims.

When DVR helps clients find employment, those individuals no longer have to rely on federal disability payments. The Social Security Administration reimburses the department for its costs in placing disability income recipients into jobs. Recipients must be in the job for at least nine months and earn a minimum monthly salary before the department can receive reimbursements.

Reimbursement funds from the SSA are utilized for the department's program services that benefit other consumers with disabilities. Because of the department's high percent of reimbursements, the Social Security Administration considers the processing of DVR's claims a high priority. This means that the department receives reimbursements more quickly and, in turn, can use that money more swiftly to help individuals with disabilities to obtain employment," says DVR Commissioner Bruce Crump.

"This whole program is a win/win for citizens of Kentucky and this nation," said Crump. "By placing people with disabilities into jobs, they are paying federal, state and local taxes and thus contributing to the tax base. In addition the Social Security Administration is no longer paying them monthly benefits.

"Then there's the value of employment to the individual we've helped — you can't begin to put a value on that," said Crump.

# Juvenile Justice Honors Employees

In conjunction with the Kentucky Council on Crime and Delinquency's Annual Conference, the Kentucky Department of Juvenile Justice (DJJ) hosted its fifth annual awards luncheon on September 5, 2002, at the Galt House in Louisville, to honor its employees for outstanding performance. Those recognized were staff members from each division of the Department, as well as two individuals selected for special honors by the Commissioner.

The recipient of this year's Commissioner's Award was Ona Finlay, Social Service Clinician in the Department's Western Region Community Services Branch. In her position in DJJ, Ms. Finlay displays caring professionalism – balancing the use of treatment and the protection of the public. She has received numerous awards in her community, including honors from Big Brothers/Big Sisters of Kentuckiana for her work with neglected and abused youngsters; an award from her local school district for mentoring youth at the middle school; and honors from America's Promise for her volunteer efforts in her community.



**Ona Finlay**

In addition, Dr. Rodney Young received special recognition from the Commissioner for his volunteer work through the Louisville Red Cross Chapter. In the aftermath of the attacks on September 11, Dr. Young served as one of several mental health professionals assigned to the Connecticut Disaster Operations Center in Stamford. His volunteer efforts included performing outreach to assist persons in locating or identifying victims and their families and providing services and resources; making home visits to victims' families to determine what their needs were and to provide assistance; and providing mental health support to the Red Cross workers both in the Operations Center and in the area chapters across the state.

The following employees were also honored:

## **Day Treatment Employees of the Year**

John Reed, Western Region  
Denise Dee, Eastern Region  
Tammy Noe, Central Region

## **Residential Employees of the Year**

Ruby Smith, Western Region  
Mark Nickell, Eastern Region  
Diane Hiser, Central Region

## **Youth Workers of the Year**

Pete Barham, Western Region  
Earlene Butler, Eastern Region  
Michael Coriell, Central Region

## **New Youth Workers of the Year**

Shane Bosaw, Western Region  
Mikeial Laychak, Eastern Region  
Mark Barnes, Central Region

## **Other Recognized Employees**

Mark Wright, Western Region  
Kathy O'Connor, Eastern Region  
Patty Risinger, Central Region  
Karen King-Jones, Placement Services  
Mary Salsman, Program Services

## **Group Home Employees of the Year**

Denise Birge, Western Region  
Tim Conn, Eastern Region  
Tyrone Silver, Central Region

## **Detention Employees of the Year**

David Keith, Western Region  
Mac Trusty, Eastern Region  
Kiyonta Goodin, Central Region

## **Community Workers of the Year**

Christina Duncan, Western Region  
Vicki Kohus, Eastern Region  
Cathy Goldsmith, Central Region

## **New Community Workers of the Year**

Brandon Alexander, Western Region  
Samantha Woods, Eastern Region  
Tija Jackson, Central Region

Dr. Mallory Hurst, Western Region  
Ron Turner, Eastern Region  
Sherre Smith-Jones, Central Region  
Stephanie Craycraft, Administrative Services  
Dana Haugsted, Staff Development

## DVR Counselor Melissa Wheeler Recognized

Melissa Wheeler, with the Bowling Green Department of Vocational Rehabilitation (DVR) office, recently received an award for her work in helping people with severe disabilities find employment.

Wheeler received the Association for Persons in Supported Employment's (APSE) 2002 Nancy Hall Supported Employment Advocacy Award.

The award is named after Nancy Hall, a retired DVR counselor and employer relations specialist who helped place people with severe disabilities into jobs.

**Right, Melissa (Missy) Wheeler  
and Secretary Allen Rose**



## The Personnel Cabinet Sponsors Employee Day

The third annual Personnel Employee Day was held on Oct. 15 at the Farnham Dudgeon Civic Center.

The day included guest speakers, informative roundtables regarding benefits to state employees, and a preview of the new Personnel 101 training available to agencies statewide.

On behalf of employees within the Personnel Cabinet, Sue Britton from the Office of Administrative and Legal Services, presented Secretary Carol Palmore, with a photo album as a gift of appreciation for her strong dedicated and professional leadership.

The day also included the Personnel Cabinet's Employee of the Month ceremony, an event held each month to acknowledge the hard work of the nominees and to recognize the employee of the month.

As the employees gathered for lunch, a slide-show was presented of the Personnel Cabinet family from over the past several years, but the entertainment did not stop there. The stage then became the focal point for the talent of the Cabinet employees. After the laughs had died down from the last talent, the day had come to an end. Once again, the Personnel Employee Day in 2002 succeeded in its goal to honor and inform employees.

## Civil Rights Hall of Fame Nominations

The Kentucky Commission on Human Rights is accepting nominations for The Kentucky Civil Rights Hall of Fame through March 14, 2003.

Eligible nominees are individuals who have:

1. Provided exemplary leadership and achievement toward Kentucky's progress in the areas of civil rights such as race, color, national origin, sex, religion, disability, and age.
2. Advocated for civil rights through actions and deeds in Kentucky;
3. And, served as role models and beacons in the struggle to eliminate discrimination, prejudice and barriers of equality in Kentucky.
4. Nominated candidates may be either living or deceased; their contributions may cover a wide range of civil rights issues in present or past eras.

Hall of Fame nomination forms are available online at [www.state.ky.us/agencies2/kchr](http://www.state.ky.us/agencies2/kchr), or by calling Cynthia Fox at 502-595-4024 or 1-800-292-5566.

## Horse Park Commissions Mounted Police



**Pictured at left, Executive Director, John Nicholson, swears in Sgt. Bob Cain, Officer Shane Kennedy, Officer Gerald Florence, Officer John Ballard, Officer Adam Argullin, Officer George Atwood and Sgt. Dan Hahn. (Not Pictured, Officer Danny Cook)**

Recently, John Nicholson, Executive Director of the Kentucky Horse Park, commissioned eight Mounted Police Officers for duty.

All eight officers completed the 16-week training given by the Basic Training Branch of the Department of Criminal Justice that consists of 640 hours of instruction, including law offenses and procedures, patrol, investigative procedures, accident investigation, vehicle operations, self-defense, firearms, physical fitness, practical performance exercises, breath test, and First Aid/CPR. The officers are

also certified in accordance with the Police Officers Professional Standards (POPS).

The Kentucky Horse Park Mounted Police patrol over 1,200 acres of land on horseback, vehicle, bicycle and foot. They are known for their equestrian skills, but also provide security, traffic control for events, first aid, customer assistance, and general law enforcement. The Kentucky Horse Park Mounted Patrol and their equestrian counterparts can be seen 24-hours a day helping to keep the park's buildings and grounds safe and secure.

## Revenue Recognizes Employees

The Revenue Cabinet began the week-long celebration of Employee Recognition with a cabinet-wide show of appreciation, in addition to numerous activities that were planned in specific areas.

On Oct. 9, three names were drawn from the pool of all of Revenue's employees (one each from full-time, part-time, and seasonal) to receive a fabulous prize - two nights at the Kentucky State Park of the winner's choice.

These three gift certificates were made possible through donations by the senior staff of the Cabinet in recognition of the dedicated service employees provide every day. All employees were presented with a gift in appreciation for all of their hard work for Cabinet and the Commonwealth as a whole.

## You're Invited

Kentucky Commission on Human Rights Annual  
Dr. Martin Luther King, Jr. Legacy Celebration

January 24, 2003

1 - 2:30 pm

Floyd Theatre, University of Louisville  
Student Activities Center

Youth and adults who have shown a voluntary commitment to human rights, social justice, fairness and a peaceful community will be recognized. The keynote speaker will be Regena Thomas, a native of Clinton, who is currently the Secretary of State of New Jersey.

This event is free and open to the public. Refreshments will be served. For more information, contact Adrienne Henderson 502-595-4024, ext. 31.



# Workforce Development Honors Staff

Secretary Allen D. Rose recently recognized 75 employees and five external partners in the first-ever Cabinet for Workforce Development Awards and Recognition ceremony. The honorees represented all six departments and the Office of the Secretary. The awards ceremony coincided with Kentucky Public Employee Recognition Week.

"I've been in the workforce for a long time," the secretary told the audience of more than 100 honorees and co-workers. "I spent many years in the human resource field, and I came across a lot of employees in many different areas. But nowhere along the way have I encountered any workforce that was harder working, more talented or more dedicated than state employees, especially those in the Cabinet for Workforce Development."

Dr. Ed Ford, deputy secretary of Governor Patton's cabinet, told the audience that their work was essential to the success of Kentucky. "We very much realize that the only way we can make a difference for thousands of Kentucky citizens is to rely on state employees and partners like you who daily go above and beyond the call of duty," Ford said.

Rose and Ford honored the following:

**Team Excellence Award Winner: GED Team, Department for Adult Education and Literacy:**

***Stephanie Leathers, Pat Moore, Tammy Powers, Trina Roberts, Ginny Sullivan, Kim Wiley***

In December 2001, the GED team demonstrated unselfish devotion by accepting the challenge to learn the process of scanning, scoring and mailing GED diplomas after the transfer of the last GED support staff from the department. The average turn-around time from the point students took the GED test until they received a score was approximately six to eight weeks. In only one month, the GED team was able to refine the process and the results were phenomenal. As a result of the GED team efforts, in December 2001, approximately 500-600 tests were being scored daily with a turn-around time of two to three weeks from testing to receipt of the final GED test score. Members of the team were able to accomplish this record-breaking task while independently maintaining their primary job responsibilities. They have increased the number of tests scored and returned by 102 percent. Their professionalism and dedication are a wonderful reflection of the positive forces at work in the Cabinet for Workforce Development.

**Customer Satisfaction Award Winner: Paula Branham, Department for Employment Services**

Ms. Branham is the sole employee at the DES office in Paintsville. She also works in the Prestonsburg office two days a week. She is a team player, always willing to go the extra mile to assist customers and co-workers. She continues to be one of the highest producers in the department, and statistics show that she processes more job orders than any other employee in the Prestonsburg Office. In addition, she has worked successfully in other programs such as Kentucky Works and Unemployment Insurance. As a testimony to her excellent customer service, many job seekers and employers specifically ask for Ms. Branham when contacting the office for assistance.

**Leadership Award Winner: Palvena Pace, Department for Employment Services**

As manager of the DES Campbellsville Office, Ms. Pace has always tried to empower staff by encouraging them to take advantage of opportunities for personal and professional growth and to represent the department at various activities in the community, such as speaking engagements with the local school systems, employer groups and partner agencies. She has personally planned numerous presentations on topics such as workers' compensation, safety, conflict resolution in the workplace and the Family and Medical Leave Act. She has become a role model for those under her supervision. She has earned the respect of other DES field office managers through her leadership skills and her community involvement. She is currently a member of approximately 14 civic and professional organizations. In October 2001, she attended the South-eastern Employment and Training Association Conference in Florida and was involved in numerous workshops regarding the management and leadership of a One-Stop Career Center System. Ms. Pace is best known for leadership and innovation, her team building skills, the development and empowerment of her staff in a diverse environment.

*(Continued on the next page)*



# Workforce Development Honors

*(Continued from page 13)*

**Distinguished Service Award Winner: Pat Moore, Department for Adult Education and Literacy**

Ms. Moore has worked in state government for more than 27 years and most of those years have been with the Department for Adult Education and Literacy. Her knowledge and expertise in all facets of the department are impressive. Ms. Moore has held various positions within the department, and she has excelled in every aspect of those positions. She has voluntarily assumed numerous tasks and job duties that are not a part of her regular duties. For example, she voluntarily provided staff support when sufficient clerical support was not available but continued to perform her own job duties with professionalism and expertise. She is a role model for others in the workplace and she helps to maintain the high morale of her workplace. Her co-workers hold her in high regard.

**110% Award Winner: Marsha Howard, Department for the Blind**

When consumers come to her office, they are treated with the utmost respect and receive immediate service. Ms. Howard always finds the answer for the customer. She has also taken a voluntary assignment of leading a team in the development of a procedure manual for the Department for the Blind. She is involved in the Professional Rehabilitation Assistants Program by providing leadership and mentoring to assistants and new employees. Ms. Howard serves on the Workforce Investment Act Board, the Youth Council, Mayor's Committee for Persons with Disabilities, local NFB Changer vision loss support group, Brescia University's Social Work Club, the Owensboro and Henderson Career Centers and the Interagency Council. She is active in all of these organizations while maintaining her regular work duties and serving the Commonwealth with efficiency and professionalism.

**Partnership Award Winner: Fifth Third Bank Inc.**

In July 2002, the Kentucky Assistive Technology Loan Corporation and Fifth Third Bank Kentucky Inc. entered into a partnership to benefit Kentuckians with disabilities. Jointly, the partnership created an assistive technology loan program – the first of its kind in the state. The Assistive Technology Loan Fund Corporation identifies the applicants for the bank and serves as a partial guarantor for the loans.

From the beginning, staff members at Fifth Third have been enthusiastic, cooperative and flexible in dealing with the customers with special needs. Bank officials have been willing to work with the applicants on an individual basis, modifying eligibility requirements for loans in an effort to fit the unique needs of the applicants. Bank staff have shown remarkable flexibility in how they deal with borrowers who might have temporary problems in meeting their contract obligations. In one unique situation, the bank actually “forgave” two months of loan payments to assist the customer. The bank has also lowered its normal processing fees for borrowers to reduce the overall costs of loans.

Fifth Third officials have shown great interest in learning more about low interest assistive technology loan programs by sending two staff members to a national conference in Washington, D.C., to discover how the program works and ways to effectively implement the program in Kentucky. Ken Potish, vice president at Fifth Third Bank Kentucky, was the individual responsible for starting this partnership with the Kentucky Assistive Technology Loan Corporation. Loan officers Barry Grey and Greg Tudor have been the individuals whose flexibility, cooperation and high level of interest have made the program an enormous success.

## National Award for KSP's Sgt. Tony Young



Sgt. Tony Young has been selected as a recipient of the prestigious 2002 J. Stannard Baker Award for Highway Safety.

Sponsored by the International Association of Chiefs of Police, the National Highway Traffic Safety Administration and the Northwestern University Center for Public Safety, this national award annually recognizes individual law enforcement

officers and others who have made significant lifetime contributions to highway safety.

Sgt. Young is one of two winners selected from 50 nominations for the honor. Criteria for the award include "unusual initiative and creativity in developing and promulgating traffic safety programs within their agencies or the communities they serve."

In presenting the award, the sponsoring organizations cited Young's "professional approach, meticulous research, thoroughness, dedication to his work, ability to partner with other agencies/personnel for the furtherance of highway safety and his impeccable leadership."

A 24-year law enforcement veteran, Sgt. Young has served with the KSP for almost two decades. In 1997, he was appointed Commander of the Governor's Office of Highway Safety. Since then, the number of seat belt citations issued by all of Kentucky's law enforcement agencies has increased 70 percent.

The award is named to honor J. Stannard Baker, a former physics professor at Northwestern University, who made significant contributions to highway safety. A pioneer in accident reconstruction investigation, Baker developed this field into a science by applying the laws of physics and developing mathematical equations to assist police in their investigations. He also authored the first books on accident reconstruction investigation, many of which are still in use today.

## Fish and Wildlife Offers Information Line

Looking for public areas in which to hunt, fish or hike? Got a critter under your house that won't leave? Puzzled why you only catch small bluegill from your pond?

Since 1997, seven employees of the information center of the Kentucky Department of Fish and Wildlife Resources have fielded these questions and more. The center represents "one call" convenience to the public. No longer do people have to transfer throughout the department and leave voice mail after voice mail to get the information they need.

The personal touch is important to the public, said Nancy McIver, information center supervisor. "We try to field as many calls as we can, so the callers can talk to a live person," she said. "With our people in the field, it may take several days before they get back into the office and can return a phone call."

"The toll-free number is popular with the public. Approximately 600 to 800 people call the information center each day. The number peaks around 1,000 daily during the deer season," McIver said.

The idea for the center came while Fish and Wildlife Commissioner Tom Bennett sat in the waiting area of another state's fish and wildlife agency. He watched as an overwhelmed receptionist fielded calls, provided information and mailed out brochures. Bennett liked the "one call" idea, brought it to Kentucky, and increased the number of people handling calls.

The information center mails out thousands of pieces of information free to the public each year. Some of the material available includes a public wildlife areas booklet, maps of fishing lakes, ecosystems posters, birding trail maps, backyard wildlife brochures, yearly fishing forecasts and more. Brochures and booklets are available upon request.

Dial 1-800-858-1549 for instant access to Kentucky Fish and Wildlife.

## Federal Plan to Insure Kentucky Women Who Have Breast or Cervical Cancer

HHS Secretary Tommy G. Thompson approved Kentucky's request to extend Medicaid benefits to uninsured women who are diagnosed with breast or cervical cancer through a federal screening program.

Kentucky is the most recent state to take advantage of the federal Breast and Cervical Cancer Prevention and Treatment Act (BCCPT) of 2000, which allowed states to expand Medicaid coverage to these women who otherwise would not have health coverage.

"This expansion offers help, hope and health care to women in Kentucky who otherwise would receive only a diagnosis that may sound like a death sentence," Secretary Thompson said. "With this change, women who had no health cover-

age can now get immediate access to lifesaving treatment through Medicaid."

To qualify for Medicaid coverage under the program, women must be under age 65, not eligible for Medicaid and without creditable health care coverage. Under the law, these women may now be eligible for Medicaid benefits for the duration of their cancer treatment. States that choose to extend Medicaid benefits to women under this new option will receive a federal match of up to 85 percent of the costs of treatment. To date, HHS has approved this expanded Medicaid eligibility in 48 states.

Details about this Medicaid option are available at <http://www.hcfa.gov/medicaid/bccpt>.

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## Commonwealth Connection: Special Winter Rates at State Parks for State Employees

Is it possible the fall colors have faded and winter is on our doorstep? What happened to our best-laid plans for having fun this summer and fall? All is not lost. There are still plenty of things to see and do at Kentucky state parks during the winter season.

In fact, there are those who prefer visiting a state park when the warm-weather visitors have left. It's a time for quiet contemplation and relaxation undistracted by lots of other guests.

To sweeten the deal, the Department of Parks offers an added incentive for you to enjoy one of 16 resort parks. It's the Commonwealth Connection, a popular discount program enjoyed annually by state employees. The promotion started in November and runs through March 20, 2003.

Through this special deal, a lodge room for up to four people is just \$42. Efficiency and one-bedroom cottages for up to four are \$65, two-bedroom cottages are \$85 (for up to six people), and three-bedroom cottages are \$100 (for up to six guests).

Here's the fine print – these rates are not available at Lake Cumberland State Resort Park, and reservations can be made no more than one month in advance. This special program applies only to leisure travel.

The Commonwealth Connection is open to all active and retired public employees, including state, county, city, and federal agencies, as well as teachers and other school staff.

For reservations, call toll-free 1-800-255-7275. To find out more about state parks, including a "hot button" that shows upcoming vacancies, visit the agency's Web site at <http://www.kystateparks.com>.

## Governor's 16th Annual EEO Conference Held in November

The Governor's 16<sup>th</sup> Annual Equal Employment Opportunity (EEO) Conference was held at the Holiday Inn Hurstborne in Louisville. Well over 400 state employees attended the newly formatted Conference.

Changes were made to the agenda this year to provide more information on global issues related to all attendees who share an interest in EEO, ADA, Diversity and workplace relations. Speakers included Dr. Dwight Shinn, President of Berea University, and Eleanor Jordan, Ombudsman for the Cabinet for Families and Children. The Keynote was given by Secretary Carol M. Palmore of the Personnel Cabinet.

Two very informative general sessions were held. Betsy Nowland-Curry and Ann Ferrell of the Kentucky Commission on Women presented "preview" information from the recent study by the Task Force on the Economic Status of Kentucky Women. Mary Jane Cowherd of the Kentucky Employee Assistance Program gave a presentation on Violence in the Workplace, and Nancy Houseal gave a presentation on the Kentucky Department for Libraries and Archives.

The second day of the Conference was workshop oriented, offering 12 different sessions from which participants could choose.

The last day was something rarely seen by state employees. Led by Executive Cabinet Secretary Crit Luallen, most of the 14 Cabinets sent their top Cabinet level leaders to speak on the accomplishments of their agencies during this administration. Hardly anyone could recall such a prestigious group of leaders ever speaking at the same event.

Conference Co-Chairs Deputy Secretary Singer Buchanan and Commissioner Julie True were pleased with the feedback from participants and are already planning for the next Conference, which will be held in September 2003.

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## Diversity Day Hosts 1,800 Kentucky Students

Gov. Paul Patton has stated that diversity of state government is one of his major priorities, and he feels the state workforce should be a reflection of Kentucky's population as a whole. His efforts spearhead events such as the Governor's Diversity Day, an event that provides students an opportunity to meet with state agencies and to find out what skills they will need in order to succeed in tomorrow's workforce.

The Personnel Cabinet's Secretary Carol M. Palmore kicked off Diversity Day 2002 by going over this Administration's accomplishments in terms of diversity and equal opportunity. She was most proud of the fact we have met the state's minority hiring goal for seven consecutive reporting periods. No other Administration has met the goal more than once in consecutive order.

Approximately 1,800 students from throughout Kentucky attended this year's Diversity Day at Frankfort's Farnham Dudgeon Civic Center.

Representatives from state agencies, private employers, and universities and colleges, provided information on employment and education.

Although most attendees are students, Diversity Day is open to the public, and any individuals seeking employment are welcome. In addition, the event gives state employees an opportunity to network and to investigate the variety of jobs available throughout state government.



# Governmental Services Center

## Annual KCPM Ceremony Held



J.R. Brown, President,  
The Kentucky Society of  
Certified Public  
Managers

On November 7, the Governmental Services Center (GSC) held the annual Kentucky Certified Public Manager (KCPM) program awards ceremony to celebrate the accomplishments of an outstanding group of state employees. The ceremony was held at the Frankfort Civic Center.



Sharon Marcum, Executive  
Director, GSC

Family, friends, supervisors and agency heads gathered to honor the 102 Certified Public Manager (CPM) graduates and the 266 Certificate of Management Fundamentals (CMF) recipients.



## Kentucky Certified Public Manager 2002 Graduates

### Economic Development

Linda Howard

### Education, Arts & Humanities

Richard Belding  
Valerie Blade-Thomas  
Martha Johnson

### Families and Children

Cassandra Adkins  
James Adkins  
Paula Bach  
James Bartleson  
Patricia Bent  
Linda Branscum  
Crystal Caldwell  
Joyce Cummins  
Jo Ella Davis  
Deborah Donnell  
Laurie Dunbar  
Yolanda Fish  
Darlinda Flatt  
Wilda Garland  
Connie Howerton  
Janice Jeter  
Mary Jilka  
Mavis McCowan  
Carolyn Osborne  
Phyllis Preece  
Debra Stephens  
Mary Trowbridge  
Mona Wells

### Finance and Administration

Sandra Daniels

### General Government

Keith Hamilton (Agriculture)  
Elizabeth Smith (Agriculture)  
James Wade, Jr. (Agriculture)  
Corey Bellamy (Attorney General)  
Jay Vedelli (Attorney General)  
Mark Sutton (Auditor of Public Accounts)  
Marcia Salyer (Military Affairs)  
Angela Skelton (Military Affairs)  
Valarie Kincaid (Veteran's Affairs)

### Governor's Office

Darlene Goodrich

### Governor's Office for Technology

Linda Murray

### Health Services

Deborah Arnold  
Clemen Botones  
Brenda Ledford  
Diane Lewis  
Barbara Murray  
Phyllis Parker  
Ronald Rice  
Andrea Willhite

### Justice

Brenda Holbrook  
Janice Knight  
Paige McGuire  
Mary Pascal  
Charlotte Vance  
Claude Waldrige

### Labor

Ingrid Bowling  
Joann Harton  
Cornelius O'Banion

### Natural Resources and Environmental Protection

Mike Brandenburg  
Diana Garrett  
Jeff McQueary  
Bennie McWain, Sr.  
Robert Padgett  
Jennifer Turner  
Marjorie Williams  
James Wills

### Governor's Office of Policy and Management

Robert Cox

### Personnel

Mary Jane Cowherd

### Public Protection & Regulation

Marcia Allen  
Cynthia Newton  
Rosie Washington

### Tourism

Charles T. Smith  
Kathy Tupman

### Revenue

Rebecca Bruner  
Floyd Canada, Jr.  
Bonnie Gibbs  
Sheila Glass  
Wendy Stephens  
Melony Stephenson  
Laurie Wilson

### Transportation

Ronald Brown  
Robert Burke  
Brenda Crosman  
Keith Damron  
Kevin Damron  
Joe Feinauer  
James Hale  
Michael Hill  
Daniel Inabnitt  
David Jackson  
Roy Johnson  
Jerry Justice  
Rodford Smith  
Glenn Thomas

### Workforce Development

Viva Anderson  
Cassandra Bagley  
Kristen Beach  
Patricia Crawford  
Melinda Ernst  
Shawne Kinsman  
Johnny Phillips  
James Pike  
Michael Sanders  
Martha Smith



### Governor's Office for Technology



L-R: Linda Murray and Steve Dooley

### Finance and Administration Cabinet



L-R: Sandra Daniels and Yvette Smith

### Department of Agriculture



Front Row (L-R): Billy Ray Smith, Keith Hamilton, Jim Wade, and Randy Wise; Back Row (L-R): Ira Linville, Bill Fraser, and Mike Stivers

### Justice Cabinet



L-R: Kenneth Schewendeman, Janice Knight, Mary Pascal, and Claude Frank Waldrige

### Military Affairs



Front Row (L-R): Larry Barker, Michele Reynolds, Angela Skelton, Marcia Salyers, and BG D. Allen Youngman; Back Row (L-R): Janet Mitchell, Malcolm Franklin, Larry Burnette, and Mary Elizabeth Harrod

### Cabinet for Families and Children



Bottom Row (L-R): Patricia Bent, Teresa Suter, Connie Howerton, Deborah Donnell, and Secretary Viola Miller; Middle Row (L-R): Mary Beth Trowbridge, Joyce Cummins, Yolanda Fish, Mavis McCowan, and Carolyn Osbourne (L-R): Jo Ella Davis, Wilda Garland, James Bartleson, Paul Bach, and James Earl Adkins

### Natural Resources and Environmental Protection Cabinet



Front Row (L-R): Bennie McWain Sr., Jennifer Turner, Margie Williams, and Don Wills; Back Row (L-R): Robert Daniell, Acting Director Hank List, Robert Padgett, and Steve Kull

**Health Services Cabinet**



Front Row (L-R): Kevin Lightle, Ron Rice, Clemen Botones, Barbra Murray, and Sharon Stumbo; Back Row (L-R): Betty Olinger, Jay Klein, Brenda Ledford, Diane Lewis, and Debborah Arnold

**Economic Development Cabinet**



Linda Sue Howard

**Tourism Development Cabinet**



L-R: Barbara Whitley, Charles Smith, and Tom Crawley

**Personnel Cabinet**



L-R: Mary Jane Cowherd and Cathy Clark

**Workforce Development Cabinet**



Front Row (L-R): Willie Lile, Patricia Butcher, Sandra Kestner, Marilyn Thurman, Gina Hughes, and Denise Placido; Back Row (L-R): Clint Brizendine, Janet Brown, Steve Johnson, and Charles Puckett

**Office of Attorney General**



L-R: David McKnight and Corey Bellamy

**Auditor of Public Accounts**



Mark Sutton

**Governor's Office for Policy and Management**



Robert Cox

**Department of Veteran's Affairs**



L-R: Dave Huddleston and Valerie Kincaid



### Education, Arts & Humanities Cabinet



Front Row (L-R): Valerie Blade-Thomas and Martha Johnson; Back Row (L-R): Jim Nelson, Richard Belding, and Gary Freeland

### Transportation Cabinet



Front Row (L-R): Michael Hill, Robert Burke, Kevin Damron, Jerry Justice, Keith Damron, David Jackson, and Susan Smith; Back Row (L-R): Ronald Brown, Brenda Grossman, James Hale, Roy Johnson, Daniel Inabnitt, and Glenn Thomas

### Public Protection and Regulation Cabinet



L-R: Linda Frank, Cynthia Newton, and Redmon Lair

### Labor Cabinet



L-R: Bob Whitaker, Joann Simons Harton, Cornelius O'Banion, and Rodney Gross

### Revenue Cabinet



Front Row (L-R): Dana Mayton, Keith Raisor, Shelia Ashley, Wendy Stephens, Shelia Glass, Melony Stephenson, and Laurie Wilson; Back Row (L-R): Janet Greech, Faye Gooding, Becky Bruner, Bonnie Gibbs, Floyd Canada, Chris Fasoldt, and Michael Burke

### Project Award Winners



Marcia Allen, Rita Beasley, Brian Billings, Clemen Botones, Lema Bradley, Floyd Canada, Jr., Linda Clements, Robert Cox, Fred Culbertson, Joyce Cummins, Danny Dailey, Keith Damron, Sandra Daniels, Shawn Estep, Martha Faulkner, Bonnie Gibbs, Rejeena Hadley, Daniel Inabnitt, Pamela Jarboe, Mary Jilka, Brian Judy, John Jump, Jr., Sandra Kestner, Valarie Kincaid, Joyce Kinder, Cherilyn Kizer, John Lewis, Kevin Mclearn, Jeffrey Mcqueary, Gerald Morford, Robby Morton, Barbara Murray, Linda Murray, Ann Myre, Mary Pascal, Michael Pocernich, Kenneth Potts, Douglas Rathbun, Mark Ritter, Laura Sanders, Ronald Stewart, James Wade, Jr., Marjorie Williams, Garnetta Wireman

## GSC Workshop Schedule

The GSC workshop schedule for January – June 2003 is available at the GSC Web site:

<http://gsc.state.ky.us/>.

## Workforce Recognizes the Oak Ridge Boys for Technical Education Assistance



**The Oak Ridge Boys received Kentucky Colonel certificates from the Department for Technical Education (DTE) for the musical group's promotion of technical education in Kentucky. From L-R: Oak Ridge singer Richard Sterban; Mary Stratton, deputy commissioner of DTE; Oak Ridge singers William Lee Golden and Duane Allen; Emil Jezik, commissioner of DTE; Oak Ridge singer Joe Bonsall; and Cabinet for Workforce Development Allen D. Rose.**

The Cabinet for Workforce Development's Department for Technical Education recognized the Oak Ridge Boys for their support and promotion of technical education. Lt. Gov. Steve Henry, Workforce Development Secretary Allen D. Rose and Technical Education Commissioner, Emil Jezik presented each member of the singing quartet with a Kentucky Colonel certificate.

The presentations were made during an Aug. 18 reception in honor of the Oak Ridge Boys at the Stadium Club at Cardinal Stadium in Louisville before their concert.

The Oak Ridge Boys have endorsed technical education in a marketing brochure for middle school and high school students across the Commonwealth and made, free of

charge, a television spot to promote technical education. "Each of the members of the Oak Ridge Boys has gone through some type of technical training during his lifetime," said Rose. "So there was a natural interest in this type of education."

Retired Kentucky Tech teacher, Nobel Stuart from Bowling Green, is the father-in-law of Duane Allen, one of the Oak Ridge Boys. Through this relationship, the singers have become vocal supporters of technical education. The Department for Technical Education administers 54 area technology centers, known collectively as Kentucky Tech schools, for high school students. The centers prepare students for careers in the medical field, computers, business, construction, manufacturing and other areas.

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## Kentuckians Advised to Save on Student Loans

Kentuckians who must borrow to pay for college or technical training can learn how to save hundreds, and perhaps thousands, of dollars on student loans at [www.kheaa.com](http://www.kheaa.com), the Web site of the Kentucky Higher Education Assistance Authority. KHEAA is the state agency that administers grants, scholarships, work-study, savings, and Federal Family Education Loans to help students pay for higher education.

A new feature at the agency's Web site, "How to Save if You Have to Borrow," describes important lender comparisons that potential student loan borrowers should make and contains loan cost comparisons of KHEAA's major lenders.

"Borrowers should be sure to take into account the savings offered by each lender such as origination fee discounts,

interest rate reductions, or rebates," KHEAA Executive Director Joe L. McCormick said.

Under federal guidelines, lenders are allowed by law to charge an origination fee of up to 3% of the gross loan amount. Some lenders offer discounts on this fee, while others may offer special discounts or rebates for making a number of consecutive on-time payments. Loan costs change periodically, so you should contact the lender for the most current information.

For more information about KHEAA student financial aid programs and services, visit [www.kheaa.com](http://www.kheaa.com); write to KHEAA, P.O. Box 798, Frankfort, KY 40602-0798; call (800) 928-8926, ext. 7381; or fax (502) 696-7373.

# Find-It! Kentucky

If you sometimes have difficulty finding Kentucky state government information on the Web, look to Find-It! Kentucky for a solution. Find-It! Kentucky is the Commonwealth's Government Information Locator Service (GILS), a program of the Kentucky Department for Libraries and Archives (KDLA) that helps to make state government information more accessible.

KDLA is working with a national GILS consortium to make it easier to find government Web sites through the application of standard metadata and subject lists, currently being implemented by many states. Metadata provides a description of the information contained in a Web page, making it easier for customers to search and retrieve information.

Google and other popular search engines use metadata to create more specific search results. Find-It! Kentucky uses metadata and subject classification to make searches more precise for state government's many customers. In Kentucky, at [www.findit.ky.gov](http://www.findit.ky.gov), searchers will find a customer friendly gateway for finding government information on the Web, which serves as a complementary search to that found on the state Web page at [www.kydirect.net](http://www.kydirect.net)

KDLA's Find-It! Kentucky Program, working with the Kentucky Natural Resources and Environmental Protection Cabinet (NREPC) as a pilot agency, began applying standard metadata to NREPC Web pages just last year. Find-It! Kentucky staff also programmed software to index, or "spider," other state government Web sites and added that information to the Find-It! Kentucky database.

After a successful pilot, KDLA staff worked with the Governor's Office for Technology's Web Development Group to build an easy-to-use tool for creating standard metadata for state government Web pages. This tool, the Metadata Generator, provides a simple means for creating metadata for government Web pages, making it easier for our customers to find state government information. The Find-It! Kentucky Metadata Generator is available at the following Web address:

<http://www.state.ky.us/kystandards/tools/metadata/>

Find-It! Kentucky recently began offering a new search service for individual state government agencies. Agencies may use the Find-It! software to limit a search only to their agency's Web pages. Using this search for individual agency pages will save government money, as it provides a functional alternative to purchasing expensive searching software. The customized search was tested successfully in a few agencies, and is now available to all state government agencies.

For more information on this program, on using the Metadata Generator, or on using Find-It as a search tool see [www.finditkentucky.net](http://www.finditkentucky.net) or e-mail [findit.kentucky@kdla.net](mailto:findit.kentucky@kdla.net).

## Have a Personnel Question?

**Call the Personnel Answer Line (PAL)**

**1-866-PAL-LINE (1-866-725-5463) \*  
or 564-8339, in Frankfort**

**Or Visit the Personnel Cabinet's Home Page  
<http://personnel.ky.gov>**

**\* (This is a toll free number, and replaces the former  
Help Desk number, 1-800-471-1753.)**



# Stop Smoking With Aid of Public Health Program

With the holiday season upon us, the Kentucky Tobacco Use Prevention and Cessation Program in the Department for Public Health would like all state employees to begin considering their New Year's resolutions to make 2003 a great year!

At the top of your list could be the life-enhancing goal to stop smoking. There are many great reasons to quit, some include:

If you stop smoking, in the first year you will reduce your risk for heart disease by 50 percent and you will improve your ability to participate in physical activities.

In the long term, quitting smoking reduces your risk of heart disease, stroke, cancer, and lung diseases like emphysema or bronchitis, and reduces wrinkling and aging of the skin and eyes.

In the short term, when you stop smoking you improve your overall health-reducing respiratory problems, dental problems, nervousness and depression, and a tendency toward other health-damaging behavior.

When you quit smoking, you set a good example for your children to follow and your home, car, clothing, and breath will smell better; food will taste better.

At \$3.00 per pack, quitting smoking could mean a savings of \$1,000 or more each year.

If you think kicking the smoking habit sounds like a New Year's resolution worth pursuing, we want to help. Contact the Tobacco Control Coordinator in your local health department. They will have resources and contacts to help you reach your goal.

Programs like Cooper-Clayton classes combine nicotine replacement therapy with behavioral modification over a 12-week period to help smokers quit. Your physician can provide prescription medications to help you reach your goal. Log on to [www.lungusa.org/ffs/index.html](http://www.lungusa.org/ffs/index.html) for a smoking cessation program provided by the American Lung Association.

Several toll-free quit lines are also available to provide brief intervention when the conviction to quit may waiver.

- Cancer Information Service (800) 422-6237
- Great Start (866) 667-8278
- American Cancer Society (800) 227-2345

The Tobacco Use Prevention and Cessation Program staff is also available to provide referrals and information. Contact Jan Beauchamp, Irene Centers, or Beth Thomas on the Global directory or at (502) 564-7996.

# Secretary James E. Bickford Passes Away

James E. Bickford, secretary of the Natural Resources and Environmental Protection Cabinet, passed away on Oct. 25, following a fight with cancer. Secretary Bickford, 65, was appointed secretary of the Natural Resources and Environmental Protection Cabinet on Dec. 6, 1995, by Gov. Paul Patton.

Secretary Bickford was a retired brigadier general in the U.S. Army, and also served in the U.S. Department of Energy in Washington, D.C.

Born in West Virginia, Secretary Bickford was raised in Harlan County, Kentucky and graduated from the Tennessee Military Institute. He obtained his bachelor's degree and a commission as second lieutenant in the U.S. Army from Eastern Kentucky University. He also received a master's degree from the Florida Institute of Technology.

His Army career took Secretary Bickford to posts in England, Germany, France, Korea and Vietnam. During the Persian Gulf War he commanded the Defense Fuel Supply Center, which bought, distributed and stored all of the fuel, worldwide, for the Army, Navy, Air Force and Marines. His unit was awarded the Joint Meritorious Unit Award for its performance in the war.

During his 32-year career in the U.S. Army, Secretary Bickford received numerous decorations, including the Defense Distinguished Service Medal, the Army Distinguished Service Medal, the Legion of Merit, the Bronze Star with Oak Leaf Cluster, the Defense Meritorious Service Medal, the Army Meritorious Service Medal with Oak Leaf Cluster, and the Army Commendation Medal with Oak Leaf Cluster.

After his appointment as secretary, he set his primary focus on solid waste issues in the state. Among his accomplishments were the campaigns against straight sewer pipes and illegal dumps; the collection and disposal of millions of waste tires; the regulation of large, confined animal operations; and passage of legislation to improve logging operations in the state.

Secretary Bickford may best be known for his partnership with U.S. Representative "Hal" Rogers, R-Somerset, in creating the PRIDE program. PRIDE (Personal Responsibility In a Desirable Environment) targets straight sewer pipes, illegal dumps and environmental education initiatives in a 40-county area of Eastern Kentucky. U.S. Representative Ernie Fletcher, R-Lexington, has established a similar program in the Bluegrass area.

Secretary Bickford was selected Outstanding Alumnus for Eastern Kentucky University in 1989. He served as president of the ECU National Alumni Association from 1999-2000. In 1998, he was inducted into the U.S. Army Quartermaster Hall of Fame, and he was inducted into the Defense Logistics Agency Hall of Fame in 2001.

In 2000, Secretary Bickford was selected as one of the 20 most influential citizens of Harlan County during the last millennium.

Earlier this year, Secretary Bickford received the Harry M. Caudill Lifetime Environmental Achievement Award from the Cumberland Chapter, Sierra Club. In September, the University of Kentucky's Tracy Farmer Center for the Environment presented him with the Outstanding Contribution to the Environment Award.

# Cabinet Comments

## Finance

Finance and Administration Cabinet Secretary T. Kevin Flanery announced on Nov. 13 that he will be leaving his position as secretary. He has accepted an offer to be become executive director of the Regional Leadership Coalition in Louisville. His resignation is effective Dec. 31, and he will assume his duties with the RLC in January.

Flanery was appointed secretary of the Finance and Administration Cabinet by Gov. Paul Patton in January 2001. In this capacity, he serves as the chief financial officer and manager of the financial resources of the Commonwealth and heads the central coordination of administration to services to agencies in state and local governments. Prior to his appointment, Flanery served in the Patton Administration as deputy secretary in the Finance and Administration Cabinet and in the Transportation Cabinet.

## Justice

The Department of Corrections, like many organizations, is experiencing the critical need to develop its next generation of leaders to direct the agency into the new century. In an attempt to meet this need, the Division of Corrections Training has established the Leadership Education and Development Program (L.E.A.D), a one year program with exposure to as many facets of the Department as possible. LEADers will participate in a unique training format. The initial classroom training portion is followed by monthly meetings, with presentations by participants or guest speakers. LEADers are also expected to make on-site visits to various prisons, probation and parole offices, jails and other Corrections-related operations. Each LEADer is assigned a personal mentor, who assists and provided guidance throughout the program. Interested applicants for the 2003 program should contact Zack Jones, Corrections Program Administrator, at 502-426-0454.

## Labor

Gov. Paul Patton and Labor Cabinet Secretary Joe Norsworthy announced that Kembra Sexton Taylor has been appointed as deputy secretary of the Kentucky Labor Cabinet. She replaced Mike Sparrow, who retired after more than thirty years of service to the Commonwealth. Taylor has served as General Counsel to the Labor Cabinet since June of 1995, and will continue to perform those duties. She received a bachelor's degree from Centre College in 1978, and is also a 1981 graduate of the University of Kentucky College of Law.

## State Police

KSP command staff and special dignitaries (right) participated in a ribbon-cutting ceremony as part of dedication ceremonies for the new Post 13 facility in Hazard on Oct. 3.

Located on KY 80 next to the new Perry County Detention Center, the 10,500 square foot building is more than twice the size of the old post. Construction on the project started in June 2001 and was completed in May 2002 at a cost of \$1,400,000. The facility includes a conference room for 40-45 people, a large garage area, a fenced-in impound lot, camera surveillance throughout the building and grounds and added security with bullet resistant areas separating the radio room and clerks from the public. It also features double the radio room and evidence storage space as the old post.



*(Cabinet Comments continues on page 27.)*

## More Cabinet Comments *(Continued from page 28)*

### Highway Named for State Trooper

A sign naming KY 1986 in Madison County as the “Trooper Clinton E. Cunningham Memorial Highway” was unveiled on Oct. 28 to honor the memory of a Kentucky State Trooper who was ambushed, shot and killed in Franklin County on April 6, 1976.

The ceremony was attended by KSP Commissioner Patrick N. Simpson, Senators David Karem and Ed Worley and members of the Cunningham family. The roadway was named as a result of the passage of Senate Bill 18 by the 2002 Kentucky General Assembly and signed into law on March 20, 2002 by Gov. Paul Patton. Senators Karem and Worley were instrumental in the passage of this bill honoring all Kentucky State Police officers killed in the line of duty.

**Right, among those attending the dedication of the Trooper Clinton E. Cunningham Memorial Highway in Madison County on Oct. 28 were (left to right) State Sen. Ed Worley, Judy Green-Baker (sister of Trooper Cunningham), State Sen. David Karem and State Rep. Harry Moberly.**



### Parks

National Park Service officials recently announced that Big Bone Lick State Park near Union in Boone County has been designated as a Lewis and Clark Trail Heritage Site. The park will be one of only four such sites in the eastern United States from a total of 93 sites along the trail. Big Bone Lick is known as the birthplace of North American paleontology.

### List Appointed Secretary of Natural Resources and Environmental Protection Cabinet

Gov. Paul Patton has named Henry Clay “Hank” List secretary of the Natural Resources and Environmental Protection Cabinet. List follows the late James E. Bickford as secretary of the cabinet.

List, appointed deputy secretary of the cabinet in June, 2001, has been the cabinet’s lead person for the voluntary environmental remediation (brownfields) regulations and has been representing the cabinet on the Kentucky State Board on Electrical Generation and Transmission Siting.

List holds a bachelor of public administration degree from the University of Mississippi. List, his wife, Gloria, and a daughter and their son live in Lexington, while a second daughter is a student at the University of Louisville.



### Transportation

William M. Bushart was named Commissioner of Vehicle Regulation in the Transportation Cabinet. Bushart had been acting Commissioner since the resignation of Dale Shrout in September. For the past two years, Bushart served as Director of Motor Vehicle Licensing, where among other duties, he supervised the production and distribution of the state license plate. A native of Marshall County, Bushart is a 1980 graduate of Murray State University.

Former Madison County Prosecutor Robert L. Russell was named the first Inspector General of the Kentucky Transportation Cabinet.

*(Cabinet Comments continues on page 28.)*

## More Cabinet Comments (Continued from page 27.)

### Workforce Development

Georgetown Resident Susan Craft has been named commissioner of the Department for Training and ReEmployment. Craft has worked for 23 years in the employment and training field. Most recently, she was the director of Workforce Investment Act/Human Services for the Bluegrass Area Development District, a 17-county region that includes Fayette County. During her 21 years with the area development district, Craft also worked as an employment and training counselor and assistant director.

Cabinet for Workforce Development Secretary Allen D. Rose announced the appointment of Bruce Crump as Commissioner of the Department of Vocational Rehabilitation. Crump has 27 years in the vocational rehabilitation field. He replaces Commissioner Sam Serraglio who retired May 31 after 29 years of state service. Crump earned a bachelor's degree in psychology from Eastern Kentucky University in 1974 and joined the Department of Vocational Rehabilitation in 1975. He worked as a certified rehabilitation counselor in local offices for 18 years. During this time he earned a master's degree in counseling psychology from Spaulding University in Louisville. He came to the department's central office in Frankfort as a staff assistant in 1993 and became Deputy Commissioner in 1995.

## Governor Patton (Continued from page 1)

ity, the vast majority of our state employees will remain, doing their job every day, and not always receiving the appreciation they so richly deserve.

Our administration has one more great challenge to face; the state's dire fiscal problems. We are not alone. In fact, most states have more problems than Kentucky. That makes our problems no less severe.

We face a fundamental choice. Will we continue our progress in education, social justice and infrastructure development or will we revert to the neglect of the past?

Those are the issues I and the legislature must face during this last year of my administration.

You must ensure that the essential services of state government continue to function as we debate the future of the Commonwealth. My message to you is that as we deal publicly with the issues of the future, I am aware of the fact that you will be dealing with the problems of today and I want you to know that I, and your fellow citizens, appreciate it.

Let's work together to make 2003 a year of peace and cooperation. Best wishes to you and your family for a joyous holiday season.

Paul E. Patton  
Governor

Articles contained in this newsletter were submitted by respective agency information liaisons. To submit articles, contact your agency's liaison.

Comments and suggestions are always welcome.  
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